**WHAT IS AN EXCELLENT PROFESSIONAL?**

A focus group design in four professions

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**WHAT DOES THIS POSTER SHOW?**

This poster shows profiles on the level of domains on what is an excellent professional from the perspective of professionals in four different fields. The profiles can be used as a reference to reflect on professional excellence.

**METHODS**

I. A focus group design of experienced professionals in three focus groups per profession was conducted. Each focus group included 5 to 9 participants based on snow-ball sampling.

II. A Delphi-method was used to come to consensus of the content of profiles. Based on a digital survey instrument including the concept profiles, consensus was reached within domains and items in the concept profiles. In each profession, two Delphi-rounds with 15 to 29 experts were performed. Content Validity Ratio’s (CVR’s) were calculated on item and domain level, based on a three-point-scale. Only items and domains scoring positive CVR’s could take place in the profile (> 50% of the experts scored the item or domain as ‘essential’ instead of ‘important, but not essential’ or ‘not essential’).

**RESULTS**

The four profiles describe the qualities, characteristics and behaviors typical of an excellent professional in the field of Allied Health Care, International Business, Sports, and Information-Communication Technology. The profiles are based on the assumption that the professional already possesses the required basic skills, knowledge and attitudes.

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**LITERATURE**


